

**Leon Herbert – Biography**

Leon works across two roles at Solent NHS Trust as Head of Diversity and Inclusion – System Wide and with Southern Health NHS Foundation Trust’s D&I Team.

Leon’s background experience is in youth and community work, social science and community development. He has over 25 years of experience working in the third sector and NHS working in mental health, diversity and inclusion.

He’s led a number of projects including ‘increasing access to and improving early intervention outcomes in mental health amongst lesbian, gay, bisexual and transgender (LGBT) population’ which culminated in the first NHS LGBTQ+ IAPT (Improved Access to Psychological Therapies) pathway and clinic which resulted in an NHS commendation for his work.

Leon has also worked in the counter-extremism and hate crime space focusing on policy, organisational assurance, training, system and process work.

More recently he was appointed to the Hampshire and Isle of Wight Turning the Tide Oversight Board as the Equality, Diversity & Inclusion Lead working with systems and organisations across the ICS around health and minoritized workforce inequalities.

Leon is also leading on Solent’s and Southern’s Anti-discrimination work which is focused on hate crime reporting, recording, support pathways for staff & patients, local partnership working and organisational/service connectivity to develop a collaborative approaches around early identification of hate crime, violence risk reduction & re-victimisation.

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